



**WIG**

The Whitehall & Industry Group  
connecting the sectors

# WIG Learning Exchange Groups

Sharing experience, improving performance

Energise your team through a group visit or virtual visits to another organisation with similar challenges. Gain fresh perspective from another sector, and be challenged to perform in a new arena.

Expand your thinking by drawing on the extraordinary breadth and richness that cross-sector learning brings.

Share best practice

Discuss know-how, experience and problems

Challenge conventional thinking

## What is a Learning Exchange Group?

### Why do a Learning Exchange Group?

This modular programme provides a safe and secure environment in which to share learning and offers participants an opportunity to explore how alternative and innovative approaches might be applied in their own organisation.

It provides a cost-effective and flexible solution which is tailored for any level of seniority and learning objectives.

### How does it work?

Professionals from one (or more) organisations “raid” another organisation in a different sector to obtain quick, first-hand experience of their approach to specific issues.

Each Organisational Raid typically involves 10-15 people. All participants are actively encouraged to take part in the programme and we recommend there is at least one senior participant (i.e. director-level) who can lead the cohort and assist in facilitating discussions.

WIG delivers Learning Exchange Groups for any level of seniority and has wide experience of arranging raids at different grades, up to Permanent Secretary level.

Each one involves a series of modular half-day sessions with a host organisation, working with experts from the host. WIG uses its knowledge of its members to match an appropriate host and tailor the programme with speakers that are experts on the



### What happens on the programme?

No two are the same. WIG builds the time around your requirements and facilitates a programme of activity, which can involve any of the following:

- Executive/Board-level discussions
- Presentations by experienced professionals in the given field
- Site tour (if appropriate - not on virtual visits)
- Interactive exercises
- Conversations with frontline staff

By ‘visiting’ the host organisation, participants are able to exit the daily distractions of the normal office environment and fully immerse themselves in a topic. After the raid is successfully completed, WIG will send you a summary of delegates’ evaluations of the day.

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**“The visit was really valuable. It was an excellent opportunity to get a fresh and very enthusiastic perspective... exposure to a completely different sort of organisation, and I learnt a lot about the importance of organisational culture and ways of working. It was a great opportunity to hear direct from senior staff about the key issues.”** *DCLG delegate*

"The most useful aspect was **gaining a perspective** on working practices within the host organisation both the good and the bad. Interesting to find out about the value they place on getting learning and flexible working right".

*Marc Woodall, Surrey County Council.*

"I valued the **hindsight** offered from lessons learnt. The reality that this huge task is really achievable in a positive way to benefit both employees and the business".

*Andrea Harrison, Surrey County Council.*



**The Team** WIG's exemplary track record in bringing together the sectors to learn from one another shows how our approach of support and constructive challenge from fellow members makes all the difference.

**Roy Johnson** – Roy manages WIG's Future Leaders Programme. Before joining WIG Roy worked for IBM as a technical specialist, managed IBM's Industrial Trainees and recruited for IBM's graduate development programme.

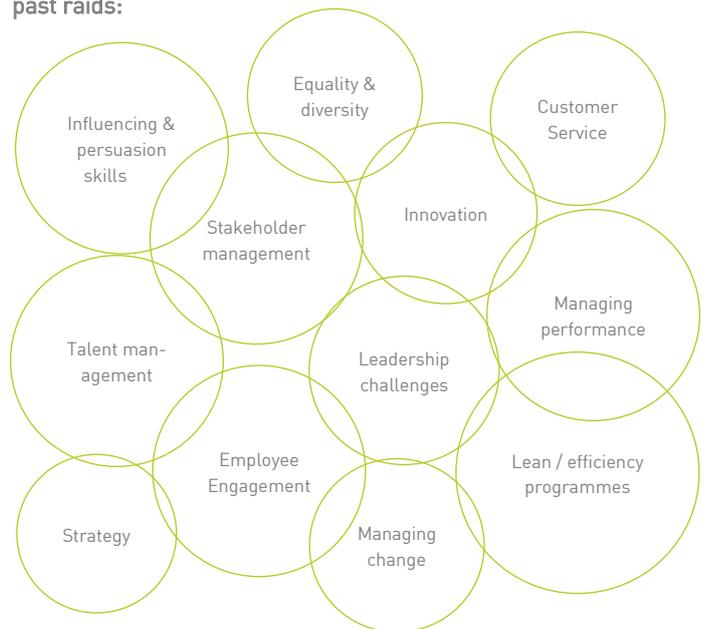
## How you and your organisation will benefit

Each raid is a bespoke project for the raiding organisation which allows you to maximise the learning on your specific area of interest.

- Participants get to listen to, question and debate with experienced professionals in the given field.
- It provides space for you to consider how the issues might be applied in your own organisation.
- It gives you an opportunity to benchmark your own organisation against another whilst exploring cultural differences and new innovative approaches.

Both organisations involved benefit from a deeper understanding of the other's structures, ways of working and operational constraints. There is the opportunity for enhanced networking and extending peer level contacts and networks in a different sector.

WIG is able to construct Organisational Raids across any topic area. Below are examples of some topics we have covered in past raids:



## What next?

### How do I find out more?

Please see our web site:  
[www.organisationalraids.co.uk](http://www.organisationalraids.co.uk)

If you have any questions:

- Call Roy Johnson on **020 7222 1166**
- Email us at [raids@wig.co.uk](mailto:raids@wig.co.uk)

### Timeline and pricing

A typical raid will usually take 2-3 months from initial development through to delivery.

Our pricing:

- £5,000 + VAT for any number up to 20 (subject only to the host's capacity)
- You will be invoiced for a £2,000 deposit if you accept the proposal we create for you.
- We will invoice you for the balance only when the raid has been completed.
- Virtual raids are priced differently to reflect lower costs.